

Drug Free Workplace Policy

WSUP is committed to providing a drug free workplace wherever it operates. The unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance is prohibited on WSUP premises or workplace locations both in the United Kingdom and overseas, including without limitation in WSUP vehicles. Employees are prohibited from working while intoxicated. Violation of any of these prohibitions may result in disciplinary action up to and including termination of employment, or may require you as a condition of your continued employment to participate satisfactorily in a drug abuse assistance or rehabilitation program.

Responsibility for adherence to this policy is delegated by the WSUP Board to the CEO of WSUP.

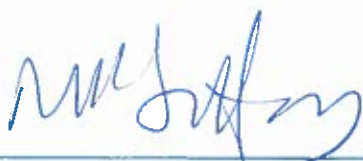
Employees must notify their supervisor in writing if they are convicted for a violation of a criminal drug statute occurring on WSUP premises or workplaces. This notification must be provided within five (5) calendar days after the conviction.

To achieve our policy we will implement a drug-free awareness programme to inform employees about the following:

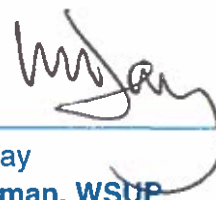
- The dangers of drug abuse in the workplace
- WSUP's policy (refer to 'Substance Abuse' section in WSUP's employee handbook)
- Any available drug counselling, rehabilitation and employee assistance programs
- That penalties may be imposed when drug abuse violations occur in the workplace.

This will be implemented through new employee orientation, training and targeted internal communication campaigns.

WSUP will review and revise this policy as necessary at regular intervals (at least annually) in consultation with the Risk Committee of Board.



Neil Jeffery
Chief Executive, WSUP



Will Day
Chairman, WSUP